

## FORT LAUDERDALE POLICE DEPARTMENT

### SarirRosetti Staff Study / 6 Month Review

#### Immediate Action Steps

1. Formulate an action plan to cease the increase in crime trends by:

a. Creating an additional Tactical Unit dedicated to combat violent crime trends.

**Completed**

- The Tactical Unit has been established.
- 1 Captain, 2 Sergeants and 14 officers have been allocated.
- Very successful in reducing Part I Crime.

b. Incorporate drug enforcement goals. **Completed**

- 11 joint narcotics operations have been conducted over the past 6 months in those areas with the highest concentration of Part 1 Crimes.
- During the past 6 months the Street Narcotics Unit has averaged 84 arrests per a month. 65% of those arrests were for felony violations.
- Operation High Impact was implemented in July 2005. Thirty-one, street narcotics dealers with extensive criminal pasts, who are considered career criminals have been identified and are the subject of ongoing criminal investigations. Since the plans inception, 8 of these individuals have been arrested and charged with drug trafficking and are facing up to 25 years in federal prison.
- As part of our action plan, the actions of the Department's narcotic units are coordinated with patrol action plans and the enforcement actions of the Tactical Impact Unit. Narcotic unit action is reviewed at the weekly Compstat meetings.

c. Fill 20% of the vacancies in the Criminal Investigations Division. **Completed**

- In July 2005, 6 new police officer recruits completed their training and were assigned to the Operations Bureau. 6 senior officers were then transferred to the Criminal Investigations Division to fill existing vacancies. This reduced the number of vacancies from 26 to 20, which represents a 23% reduction.
- Overall, 12 officers have been transferred to keep pace with departures.

d. Distribute detailed Part 1 crime information on a daily basis. **Completed**

- Accomplished as part of the Compstat Process.
- Part 1 Crime information is distributed daily and is reviewed with patrol units at all three briefings.

e. Incorporate the Compstat review and accountability on a daily and weekly basis.

**Completed**

- Daily Part 1 Crime information is reviewed with patrol units in all three briefings.
- Department Compstat meetings are held weekly involving all of the Operations (patrol) units, the Criminal Investigations and Special Investigations Divisions and the Crime Analysis Unit.

- f. Investigate availability or purchase of individual accountability database. **Completed**
  - The Information Management Division has created a new reporting system to track individual productivity.
  - In the meantime, a Monthly Patrol Statistic Report accounts for the daily activity of all patrol personnel and is forwarded through the chain of command to the Shift commanders, the District Executive Officer, the District Commander and the Chief of Operations.
  - All action plan activity is documented and reviewed for results,
- 2. Continue on-going emphasis to fill vacancies as quickly as possible. **Completed**
  - The Recruiting and Background Units have been working diligently to ensure that vacancies are filled as quickly as possible while advertising to a diverse applicant pool. Diversity goals are being met.
  - 66 new police officers were hired in 2005. 19 positions are presently vacant, 13 of which were added to the budget in fiscal year 2005/2006.
  - The Department's goal is to hire 70 new officers in 2006, to fill existing vacancies and those created by retirement and normal attrition. On track to accomplish this goal.
  - The Recruiting Unit has taken the following initiatives:
    1. Sent recruiting materials to all 107 historically black colleges and universities in the country.
    2. Placed ads on several internet sites to include Jobbing.com.
    3. Attending numerous job fairs and career expos across the country.
    4. Television and radio commercials on stations with a large number of African American, Caribbean American and Hispanic viewers/listeners.
    5. Attending many local venues to include neighborhood annexation events and public safety expos.
  - The Background Unit has taken the following initiatives:
    1. Conducts Oral Boards at least 2 weeks a month.
    2. Trained two additional polygraphists.
    3. Purchased and installed an additional polygraph machine.
    4. Outsourced polygraph exams to an outside vendor when necessary to increase efficiency.
    5. Continually holds Hiring Committee meetings to approve hires as soon as possible.
- 3. Initiate reimplementation of the rank of Lieutenant and explore the use of upgrades to assign current supervisors to the suggested positions. **Completed**
  - A job description for the rank of Lieutenant has been written, the testing has been completed and the eligibility list has just been published. Three sergeants have been temporarily upgraded to fill these positions until permanent appointments are made.
  - We are currently exploring expansion of the rank into other areas of the Department.
- 4. Initiate discussions with the union on contract issues of shift pick and off duty details. **Completed**
  - Discussions have begun and will be continued in preparation for contract negotiations.
- 5. Reemphasize and reincorporate proactive approach to quality of life issues, incorporate daily tracking. **Completed**
  - This has been incorporated into the Compstat process and is further tracked in action plan enforcement activity.

- The Operations Support Division's Homeless Outreach Unit has received one additional officer and will receive an additional officer in February 2006. Additionally, an extended police reserve officer position has been approved for retiring Officer Scott Russell. The Homeless Outreach Unit maintains a data base of homeless contacts and unit activity.
  - In 2005, the outreach program made contact with 4295 homeless and placed 2970.
  - The assignment of another sworn officer to work with City Code Enforcement and Utilities to work on trash related complaints is pending.
6. Re-staff evening/ night shift detectives. **Completed**
- An additional 4 detectives have been added to the evening/night shift; a total of 6 detectives and 1 sergeant now staff this shift.

### **Short Term Action Steps (within 3 months)**

1. Halt crime rate increase. **Completed**
  - Since the inception of the six month plan, we have been successful in halting the increase of Part 1 crime.
  - During the first five months of the action plan (Aug – Dec 05), crime has been reduced 3% compared to the same period last year; violent crime has been reduced 1%.
  - During the six month plan from 8/1/05 to 2/1/06, it is estimated crime will have been reduced 4.7% when compared to the same period last year (8/1/04 to 2/1/05).
  - In July 2005 crime was 20.5% higher than the same period for the previous year. The action was initiated in August; by December, this rate was cut in half to 10%.
2. Fill Public Safety Grants Coordinator position. **Completed**
3. Elevate three Captains to Executive Officers reporting to the District Majors.
  - **Completed** – Each of the District Majors now has an Executive Officer assigned.
4. Have a decision in place regarding 4/10 vs. 5/8 work shifts.
  - **Completed:** the Department has decided to continue the utilization of the 4/10 shift.
5. Explore the utilization of existing department substations to address decentralization.
  - **Pending:** Currently under feasibility analysis. Would result in increased facility costs, ineffective communication and coordination; requires additional support staff and personnel costs.

### **Long Term Action Steps (within six months)**

1. Reduce crime by 3%. **Completed (see above)**
2. Have all new police officers hired to this point successfully complete the academy and/or field training.
  - New hires continue to perform well in the academy and in FTO training. The vast majority of new hires is transitioning through the process and on is on-track to become solo officers.

3. Fill all Records Division vacancies.
  - The Records Division currently has 4 clerk vacancies and 2 supervisor vacancies. The Backgrounds Unit continues to process candidates as they are chosen.
4. Have a Lieutenant's job description completed, an RFP for a test with a tentative test date.
  - **Completed.** An eligibility list is now in place.
5. Obtain a commitment from BSO regarding assistance with prisoner booking and/or transport.
  - **Pending.** There has been little progress in this area. BSO is unwilling to pick-up prisoners from the FLPD Booking Facility – on-going negotiations w/BSO and no date for implementation established.
6. Have agreements in place with the union regarding contract issues on shift pick and off-duty details.
  - **Pending.** The City Labor Relations office indicated that these issues need to be bargained during contract negotiations; nevertheless, research and preliminary discussions have been initiated.
7. Purchase and implement cameras and monitors for Evidence Room. **Completed**
8. Divide responsibilities of current Administrative Support Captain by creating and filling a separate supervisory position either over recruiting, hiring, backgrounds and training, or budget, payroll, personnel and alarms.
  - **Completed** – a Lieutenant position has been created in the Administrative Support Division in response to this issue to oversee Recruiting, Backgrounds, Alarms and Training.

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